

### Performance Evaluation in a Context of Uncertainty

Having clearly defined ministry responsibilities can be helpful for ministry contexts that are marked by stability and predictability. However, in many situations, missionaries work in a context of rapid change and instability. Having rigidly defined roles and responsibilities in a context of rapid and profound change can be a handicap rather than a help. If you are working in a context marked by political or economic change, a team that is just starting up or beginning a new ministry focus, you may want to consider using the following chart as a way to approach performance reviews.

Stability	Change
<b>Time</b> <ul style="list-style-type: none"><li>• How many hours, days, or weeks have we invested?</li><li>• Does the amount of time we spend in each area reflect our values and goals?</li></ul>	<b>Timing</b> <ul style="list-style-type: none"><li>• When opportunities present themselves, are we able to respond quickly and appropriately?</li></ul>
<b>Task</b> <ul style="list-style-type: none"><li>• Are we doing the right things?</li><li>• Are we doing them well?</li><li>• How can we do them better?</li></ul>	<b>Relationships</b> <ul style="list-style-type: none"><li>• Have we built trust with key leaders?</li><li>• Are we viewed as an organization that is good to work with?</li><li>• Do we have good two-way communication with other leaders and organizations?</li></ul>
<b>Speed</b> <ul style="list-style-type: none"><li>• Do we accomplish our tasks quickly and efficiently?</li><li>• Are we maximizing our resources?</li></ul>	<b>Endurance</b> <ul style="list-style-type: none"><li>• Can we persevere during times of turbulence or adversity?</li><li>• Are we able to “roll with the punches” to adjust and keep going when things change?</li></ul>
<b>Results</b> <ul style="list-style-type: none"><li>• Does our ministry have the effect that we desire?</li><li>• Are we seeing an increase in responsiveness?</li></ul>	<b>Faithfulness</b> <ul style="list-style-type: none"><li>• Are we faithful to God’s leading and direction?</li><li>• Do we see God at work and seek to follow the Spirit’s leading?</li></ul>